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ABSTRACT

In a continuing effort to measure the quality of their Dental Hygiene program, explore the need for changes, and substantiate the program's goals for accreditation standards, a follow-up study was conducted of the 1991 Dental Hygiene program graduates from William Rainey Harper College (WRHC) in Palatine, Illinois. Surveys were mailed to all 28 associate degree graduates, requesting information on their current employment and/or enrollment in school, employment search experience, salary/benefits, job satisfaction, job tasks, the quality of their WRHC preparation for those tasks, and suggestions for improving the WRHC program. Study findings, based on a 79% response rate, included the following: (1) all of the 22 respondents were employed in the dental hygiene field, with 13 working full-time and 3 more working full-time at 2 part-time jobs; (2) 27% of the respondents were working in a job-setting with only 1 practitioner, compared to 37% of the 1990 graduates; (3) respondents' search for employment typically involved 5 interviews, with 45% using the local newspaper and 54% using a personal contact; (4) 95% of the graduates were paid on an hourly basis, with a median wage of $18.50 per hour, or approximately $37,700 per year; (5) 86% of the respondents were very satisfied with their chosen profession; (6) respondents reported being underprepared to perform 7 of the 41 skills for which they were trained; and (7) while only 1 graduate was currently working toward an advanced degree, almost half intended to do so. Detailed data tables and the survey instrument are included. (MAB)

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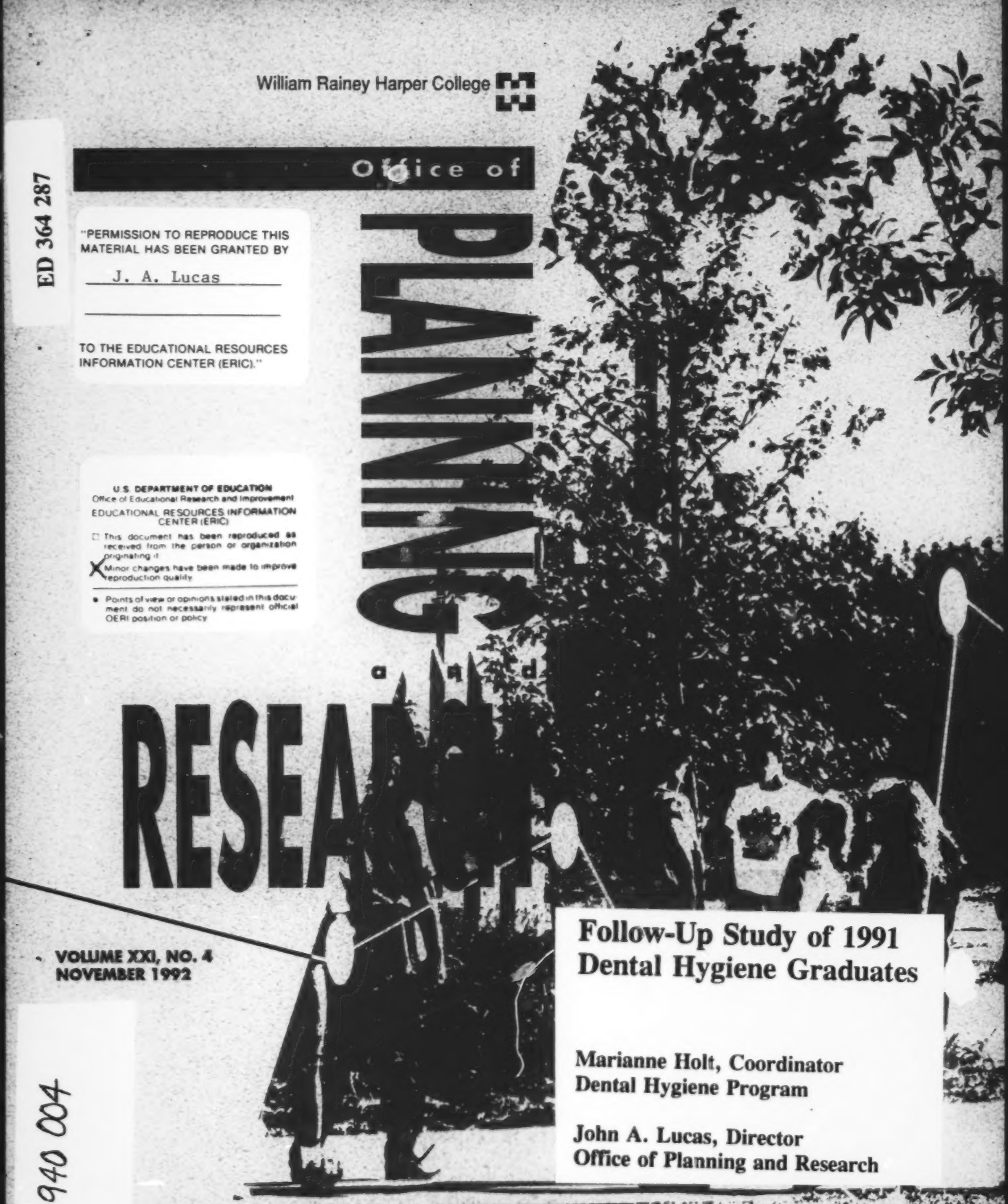

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Follow-Up Study of 1991 Dental Hygiene Graduates

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JC 940 004

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ABSTRACT

THE PURPOSE OF THIS STUDY WAS TO FOLLOW UP THE 28 1991 DENTAL HYGIENE GRADUATES AS ONE INDICATOR OF THE QUALITY OF THE PROGRAM, AND TO ASCERTAIN THE NEED FOR APPROPRIATE CHANGES AND IN ORDER TO SUBSTANTIATE THE PROGRAM'S GOALS FOR ACCREDITATION STANDARDS. A SURVEY INSTRUMENT WAS MAILED TO THESE GRADUATES AND AFTER SEVERAL FOLLOW-UP EFFORTS, A 79 PERCENT RESPONSE RATE WAS OBTAINED.

RESULTS OF THE STUDY INDICATED THAT ALL THE 1991 DENTAL HYGIENE GRADUATES WERE EMPLOYED IN THEIR FIELD AND ALMOST ALL WERE IN SITUATIONS THEY PREFER. THEY ARE GENERALLY VERY SATISFIED WITH THEIR CAREER CHOICE AND WITH THEIR EDUCATION AT HARPER. SALARIES ARE VERY GOOD AT AROUND $37,700 WHICH IS UP 3.5 PERCENT FROM THE PREVIOUS YEAR AND CONSIDERABLY HIGHER THAN WHAT OTHER HARPER CAREER GRADUATES EARN. HOWEVER, BENEFITS RECEIVED BY GRADUATES HAVE DRASTICALLY DROPPED FROM WHAT WAS RECEIVED BY PAST GRADUATES. GRADUATES ONCE AGAIN REPORT THEY ARE WELL PREPARED IN THE SKILL AREAS THEY PERFORM MOST OFTEN.

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Purpose

The purpose of this study was to follow up the 1991 Dental Hygiene graduates as one indicator of the quality of the program, the need for appropriate changes and in order to substantiate the program's goals for accreditation standards. The study was requested by the Coordinator of the Dental Hygiene Program.

Population Surveyed and Methodology

The survey instrument shown in the appendix was designed by the Coordinator of the Dental Hygiene Program with input from the Office of Planning and Research. This survey was mailed to all 28 1991 Dental Hygiene associate degree graduates. After four weeks those not responding were mailed a second copy of the survey. One month later, those still not responding were called and surveyed over the telephone. With this follow-up effort, 22 completed surveys were obtained for a 79 percent response rate. Results were compared with a similar 1990 graduate class survey.

Discussion of the Results

Among the 22 respondents, all are employed, at least part time, in the dental field. Thirteen are employed full time in one situation while 3 more are employed full time with 2 part-time jobs. Another 6 are employed part-time as dental hygienists by choice. In addition, only 1 is employed in a geographic location she does not prefer. Thus, the employment situation for Harper graduates is excellent.

In examining their employment situations, 27 percent are in a setting with only one practitioner while 73 percent are with more than one practitioner. All are employed in general practice. The average situation in their search for employment was to go through 5 job interviews. There were various avenues used in searching for employment but the most frequent means (54%) was through personal contact. Another 45 percent got their job through the local newspaper and 64 percent of the graduates reported their job is in the northwest suburbs.

Almost all (95%) are paid on an hourly salary basis, while a few receive commissions or bonuses or salary on another type of basis. The median hourly salary is about $18.50 per hour and the median daily salary is about $145. This latter figure is equivalent to an annual salary of just over $37,700 - up about 3.6 percent over the 1990 dental hygiene graduates. This is higher than the median nursing graduate salary ($29,000) or the median career graduate ($24,300). Benefits dropped sharply among 1991 graduates compared to past classes. For example, malpractice insurance was provided for only 5 percent of the 1991 class as compared to 33 percent the year before. life insurance was provided for only 10 percent of the 1991 class as compared to 30 percent of the previous year's class. Paid sick days were only provided to 29 percent of the 1991 class while this was provided to 48 percent of the previous year's graduating class. Overall, 11 benefits declined, 2 remained the same while only 3 increased.

Among those employed in dental hygiene, 86 percent are very satisfied with their chosen profession while all are at least satisfied with their chosen profession. This is a big jump in satisfaction from the previous year.

These graduates were also asked how frequently they perform certain dental hygiene skills and how well they were prepared to perform these skills. There were 41 skill areas that were rated by all 3 classes (1989-1991). The frequency these skills were

Discussion of the Results (continued)

practiced and the degree to which they were prepared for these skills was about the same for all three classes. Twelve skills have shown a trend in the 3 years that they are now being practiced more frequently. They are radiographs (interproximal and occlusal), radiology safety procedures (equipment inspection and badges), instruments (Gaceys, langers and files), topical floride application. root planning, indices (bleeding and gingival) and air polishing. Seven skills show a trend in the 3 years that they are now being practiced less frequently. They are intro/extra oral exam, universal curettes instruments, ultrasonic scaling, periodontal evaluation, complete charting, detition charting, nutritional counseling and suture removal.

Five skills have shown a trend in the 3 years that students now feel they are better prepared in these areas. They are gingival indices, impressions for study models, margination (EVA), file instruments, and polishing analgrams. On the other hand 7 skills have shown a trend in the 3 years that students now feel less prepared in these areas. They are intra/extra oral exam, taking medical history, periodontal scaling, ultrasonic scaling, group patient information, nutritional counseling and curettage.

As for continuing their education, 1 1991 graduate is working toward an advanced degree (social relations at Northeastern). However, almost half of the 1991 graduates anticipate eventually working toward an advanced degree. Almost all (91%) of the graduates have maintained membership in the IDHA/ADHA and 71 percent participated in formalized continuing education presentations. When asked how satisfied they were with their professional education, all said they were satisfied or very satisfied. Almost all commented that the dental hygiene program was excellent and prepared them well for their job. Three reported stressful negative experiences in their clinic work.

Major Conclusions

All the 1991 Dental Hygiene graduates were employed in their field and almost all in situations they prefer. They are generally very satisfied with their career choice and with their education at Harper. Salaries are very good at around $37,700 which is up 3.5 percent from the previous year and considerably higher than what other Harper career graduates earn. However, benefits received by dental hygienists have dropped dramatically from what graduates received in previous years. Graduates once again report they are well prepared in the skill areas they perform most often.

CURRENT EMPLOYMENT SITUATION

Situation	1990 N	1990 PCT	1991 N	1991 PCT
Employed full time as dental hygienist	16	57.1	13	59.1
Employed in two part-time jobs as a dental hygienist equaling full-time employment in hours worked	5	17.9	3	13.6
Employed as a part-time dental hygienist by choice	5	17.8	6	27.3
Employed as a part-time dental hygienist but prefer full time	.5	1.8	0	0
Employed outside dental hygiene field but would prefer working as a dental hygienist	.5	1.8	0	0
Employed in dental field but not as a hygienist	1.0	3.6	0	0
Total	28	100.0	22	100.0

EMPLOYMENT SITUATION

Practice Setting

Solo practitioner	10.5	37.5	6	27.3
More than one practitioner	15.5	55.4	16	72.7
Clinic Type	2.0	7.1	0	0
Total	28	100.0	22	100.0

Type of Practice

Prosthodontics	1.5	5.3	0	0
General Practice	23.09	82.4	22	100.0
Perio	1.58	5.7	0	0
Oral Surgery	.25	.9	0	0
Pedo	1.58	5.7	0	0
Total	28	100.0	22	100.0

Number of Jobs Interviewed for in Employment Search

One	8	32	7	33.3
Two	1.5	6	3	14.3
Three	7.5	30	3	14.3
Four	5	20	0	0
Five	1.5	6	0	0
Six	.5	2	0	0
Seven	0	0	5	23.8
Eight	1	4	0	0
Twelve	0	0	1	4.8
Thirteen	0	0	1	4.7
Sixteen	0	0	1	4.8
Total	25	100.0	21	100.0
Median Number of Interviews	3		3	
Mean Number of Interviews	2.9		4.7	

How Salary is Determined	1990 N	1990 PCT of 28 Respondents	1991 N	1991 PCT of 22 Respondents
Hourly salary	19	67.9	21	95.5
Commission	1	3.6	1	4.5
Salary and commission	2	7.1	1	4.5
Bonus and one of the aforementioned	3	10.7	1	4.5
Independent contracting	1	3.6	0	0
Annually	0	0	0	0
Weekly Salary	0	0	0	0
Commission only on certain tasks	0	0	0	0
Daily	4	14.3	0	0
Bimonthly	0	0	0	0
Monthly	1	3.6	0	0
Profit Sharing	0	0	1	4.5

Average Daily Salary

1990 Amount	N	PCT
$112	1	4.0
$120	1	4.0
$124	1	4.0
$125	1	4.0
$128	2	8.0
$132	1	4.0
$136	5	20.0
$140	2	8.0
$144	5	20.0
$145	3	12.0
$160	2	8.0
$205	1	4.0
Total	25	100.0

Median Daily Salary - $140
Equivalent to an annual salary of $36,400

1991 Amount	N	PCT
$ 96	1	5.3
$100	1	5.2
$130	1	5.3
$135	1	5.3
$143	1	5.2
$144	6	31.6
$145	1	5.3
$152	3	15.8
$156	2	10.5
$160	1	5.2
$178	1	5.3
Total	19	100.0

Median Daily Salary - $144
Equivalent to an annual salary of $37,400

Hourly Salary

1990 Amount	N	PCT
$15.00	1	4.0
$15.50	2	8.0
$16.00	2	8.0
$16.50	1	4.0
$17.00	6	24.0
$17.50	1	4.0
$18.00	9	36.0
$20.00	3	12.0
Total	25	100.0

Median Hourly Salary - $17.50
Equivalent to an annual salary of $36,400

1991 Amount	N	PCT
$17.00	2	10.5
$18.00	9	47.4
$19.00	4	21.0
$19.50	2	10.5
$20.00	1	5.3
$23.00	1	5.3
Total	19	100.0

Median Hourly Salary - $18.00
Equivalent to an annual salary of $37,400

Work Week - Hours Per Week

1990			1991		
Hours	N	PCT	Hours	N	PCT
15	1	3.6	3	1	4.5
23	1	3.6	4	2	9.1
24	2	7.1	16	1	4.6
32	2	7.1	20	1	4.5
32.5	1	3.6	22	1	4.6
34	2	7.1	25	1	4.5
35	1	3.6	26	1	4.5
35.5	1	3.6	32	2	9.1
36	3	10.7	34	2	9.1
37	2	7.1	35	4	18.2
37.5	3	10.7	36	2	9.1
38	1	3.6	40	4	18.2
40	7	25.0			
45	1	3.6			
Total	28	100.0	Total	22	100.0

Median Hours Per Week - 36.25 34.0

	1990		1991	
Number of Offices	N	PCT	N	PCT
One	14	63.6	17	77.3
Two	7	31.8	5	22.7
Three	1	4.6	0	0
Total	22	100.0	22	100.0

	1990		1991	
Type of Geographic Area in Which Employed	N	PCT	N	PCT
Urban	.5	1.8	0	0
Suburban	27.0	96.4	21	95.5
Rural	.5	1.8	1	4.5
Total	28	100.0	22	100.0

Location of Employment

	1990		1991	
	N	PCT	N	PCT
North Suburbs	3.5	12.5	5	22.7
Northwest Suburbs	18.5	66.0	14	63.7
Southwest Suburbs	2.5	8.9	1	4.5
Chicago	.5	1.8	1	4.6
Illinois Outside Chicago	1	3.6	1	4.5
Colorado	1	3.6	0	0
Tennessee	1	3.6	0	0
Total	28	100.0	22	100.0

Preference of Employment Location	1990 N	1990 PCT	1991 N	1991 PCT
Location was preferred choice	27	96.4	20	95.2
Location was not preferred choice	1	3.6	1	4.8
Total	28	100.0	21	100.0

Avenues Used to Find Employment Situation	1990 N	1990 PCT of 25	1991 N	1991 PCT of 22
Personal contact	15	53.6	12	54.5
Local newspaper	6	21.4	10	45.5
Major city newspaper	3	10.7	4	18.2
Private placement agency	4	14.3	3	13.6
Present or past employer	3	10.7	3	13.6
ADHA Placement	3	10.7	2	9.1
Dentist called student	2	7.1	1	4.5
Harper Dental Hygiene Office Bulletin Board	2	7.1	1	4.5

Difficulty in finding employment: 1990 - 1 - difficulty finding F/T job close to home.
1 - difficulty finding office which student would find comfortable and enjoyable
1991 - 1 - no difficulty
1 - no difficulty but had difficulty finding office matching ethics standards student wanted
1 - found minority discrimination

Goal During Employment Search	1990 N	1990 PCT	1991 N	1991 PCT
Full-time work in one office (more than 30 hours/week)	21	77.8	13	59.1
Part-time work in more than one office to equal full time	2	7.4	3	13.6
Part-time employment (less than 30 hours/week	4	14.8	6	27.3
Total	27	100.0	22	100.0

Satisfaction with Chosen Profession	Index	1990 N	1990 PCT	1991 N	1991 PCT
Very Satisfied	+2	19	67.9	18	85.7
Satisfied	+1	9	32.1	3	14.3
It is OK	0	0	0	0	0
Dissatisfied	-1	0	0	0	0
Total		28	100.0	22	100.0
Average Satisfaction Index		+1.68		+1.86	

Benefits Included in Work Situation	1990 N	1990 PCT of 25	1991 N	1991 PCT of 21
Christmas bonus	20	74.1	17	81.0
Reduced fee for dental work	23	85.2	15	71.4
Paid vacation - Median 1.2 weeks 1st year - 1.8 weeks 2nd year	18	66.7	14	66.7
Paid holidays - median 6 days	20	74.1	12	57.1
Continuing education courses paid	18	66.7	12	57.1
Uniform allowance	15	55.6	12	57.1
Major medical	16	59.3	9	42.9
Paid sick days - median 3 days	13	48.1	6	28.6
Bonus for production increase	10	37.0	6	28.6
Pension plan	6	22 2	3	14.3
Profit sharing	4	14.8	3	14.3
Life insurance	8	29.6	2	9.5
No benefits	1	3.7	2	9.5
Malpractice insurance	9	33.3	1	4.8
Disability insurance	4	14.8	1	4.8
Paid dues for association	2	7.4	1	4.8
Liability insurance	1	3.7	1	4.8
Paid lunch on Saturday	0	0	1	4.8
Salary for attendance at employee mtgs.	0	0	1	4.8
Well Pay (2)	1	3.7	0	0

Advanced Education/Professional Development

Working Toward An Advanced Degree - 1990	N	PCT
Yes - Special Education - University of Colorado B.S. Degree - NIU Bachelor of Dental Hygiene Teaching Degree - NIU	4	15.4
No	22	84.6

Working Toward An Advanced Degree - 1991	N	PCT
Yes - Social Relations - Northeastern	1	4.8
No -	20	95.2

Anticipate Eventually Working Toward Advanced Degree - 1990			
Yes - Undecided - 9	Medical	16	66.7
MYO Functional Therapy	Dental Hygiene		
Science - 3	Health Management and Education		
No		8	33.3

Anticipate Eventually Working Toward Advanced Degree - 1991		
Yes - Science (Health Related), Biology, Public Health Education Marketing, Teaching Business, Unspecified - 4	9	45.0
No -	11	55.0

Professional Development	1990 N	1990 PCT of 27	1991 N	1991 PCT of 21
Maintained membership in IDHA/ADHA	24	88.9	19	90.5
Participated in formalized continuing education presentations	15	55.6	15	71.4
Attend local IDHA component meetings	7	25.9	9	42.9
Volunteered for community projects or activities	10	37.0	6	28.6

Satisfaction with Professional Education at Harper College	Index	1990 N	1990 PCT	1991 N	1991 PCT
Very Satisfied	+2	21	77.8	16	76.2
Satisfied	+1	6	22.2	5	23.8
Somewhat Satisfied	0	0	0	0	0
Dissatisfied	-1	0	0	0	0
Total		27	100.0	21	100.0
Average Satisfaction Index		1.78		1.76	

Comments:			
	Felt very well prepared for job	5	8
	Excellent program	8	6
	Not well prepared in some areas	1	0
	Skills not fully utilized on job	1	0
	Was given second chance to finish program	0	1
	Enjoy my job	0	1
	Finished strenuous program and graduated with honors	0	1
	Enjoy the dental hygiene field	0	1
	Wonderful staff	0	1
	Needed more perio education and experience	0	6
	Greatest strength of program was up-to-date information	0	1
	Needed more experience with Perio Pts.	0	1
	Need more experience with nitrous oxide	0	2
	Be more realistic about what is actually practiced	0	1
	More education on fearful patients	0	1
	More clinic	0	1
	More root planing and curettage experience	0	1
	Offer dental hygiene in evening	0	1
	More community dentistry	0	1

FREQUENCY OF PERFORMING VARIOUS DENTAL HYGIENE DUTIES

Frequency Index
2 = Often
1 = Occasionally
0 = Never

Duty	1990 N	1990 Index	1991 N	1991 Index
Radiology Safety Procedure/Lead Apron	25	2.00	12	2.00
Hand Scaling	26	1.96	12	2.00
Patient Education - Individual	26	1.96	12	2.00
Medical History of Patient	26	1.88	12	2.00
Radiographs - Interproximal Survey	26	1.88	12	2.00
Periodontal Evaluation - Probings	26	1.85	12	2.00
Instruments - Graceys	26	1.81	12	2.00
Polishing - All Patients	25	1.88	12	1.92
Periodontal Scaling	25	1.76	12	1.75
Radiographs - Perapicals	25	1.72	12	1.75
Topical Fluoride Applications	26	1.62	12	1.75
Root Planning	26	1.58	12	1.75
Radiographs - Complete Intra Oral Survey	26	1.73	12	1.67
Instruments - Langers	24	1.25	12	1.50
Intra/Extra Oral Exam	26	1.73	12	1.42
Indices - Bleeding	24	1.33	11	1.42
Periodontal Evaluation - Complete Charting	25	1.48	11	1.36
Radiology Safety Procedure/Equipment Inspection	24	1.17	11	1.36
Instruments - Universal Curettes	25	1.72	12	1.33
Ultrasonic Scaling	26	1.54	12	1.33
Dentition Charting	26	1.42	12	1.33
Indices - Periodontal	24	1.25	12	1.25
Indices - Gingival	23	1.09	12	1.25
Sealants	26	1.12	12	1.17
Radiology Safety Procedure/Monitor Badge	24	.54	12	1.17
Subgingival Irrigation	25	1.12	12	1.08
Radiographs - Panorex	26	1.08	12	1.08
Indices - Plaque	23	1.17	12	1.00
Air Polishing	25	.64	11	1.00
Curettage	26	1.08	12	.92
Instruments - Files	22	.36	12	.83
Impressions for Study Models	25	.76	12	.67
Blood Pressure/Pulse Screening	26	.69	12	.67
Selective Polishings	25	1.00	10	.60
Radiographs - Occlusal	25	.28	12	.42
Nutrition Counseling	26	.81	12	.33
Suture Removal	25	.40	12	.25
Perio-Pack Removal	24	.13	12	.25
Polishing Analgrams	26	.27	12	.17
Patient Education - Group	22	.45	9	.11
Margination (EVA)	26	.12	12	0
Number of Tasks		41		41
Average Index of those tasks rated		1.21		1.23

- Uses sickles often	3
- Uses Columbias often	0
- Uses 204's often	1
- Occasionally uses CEPH Radiographs	1
- Often uses CEPH Radiographs	2
- Often uses scalers	1
- Often uses AFLER 5	1

ADEQUACY OF PREPARATION FOR VARIOUS DENTAL HYGIENE SKILLS

Adequacy Index
2 = Very well prepared
1 = Adequately prepared
0 = Inadequately prepared

Duty	1990 N	1990 Index	1991 N	1991 Index
Radiographs - Interproximal Survey	24	1.92	12	2.00
Periodontal Evaluations - Probings	24	1.92	12	2.00
Topical Fluoride Applications	24	1.92	12	2.00
Instrument - Graceys	22	1.91	12	2.00
Radiology Safety Procedure/Lead Apron	20	1.90	11	2.00
Hand Scaling	24	1.92	12	1.92
Radiographs - Perapicals	22	1.91	12	1.92
Radiographs - Intra-oral Survey	23	1.91	11	1.91
Dentition Charting	24	1.79	11	1.91
Sealants	22	1.68	11	1.91
Blood Pressure/Pulse Screening	19	1.79	8	1.88
Patient Education - Individual	24	1.92	12	1.83
Polishing - All Patients	23	1.91	12	1.83
Indices - Bleeding	19	1.89	12	1.83
Subgingival Irrigation	22	1.82	12	1.83
Instrument - Langers	18	1.78	12	1.83
Instrument - Universal Curettes	21	1.90	11	1.82
Periodontal Evaluation - Charting	22	1.86	11	1.82
Radiology Safety Procedure/Badge	16	1.75	11	1.82
Indices - Gingival	18	1.67	11	1.82
Impressions for Study Models	23	1.52	10	1.80
Selective Polishing	19	1.89	9	1.78
Air Polishing	20	1.70	9	1.78
Indices - Periodontal	18	1.72	11	1.73
Indices - Plaque	18	1.72	11	1.73
Instrument - Files	15	1.00	10	1.70
Intra/Extra oral Exam	24	1.92	12	1.67
Medical History of Patient	24	1.92	12	1.67
Periodontal Scaling	24	1.83	12	1.67
Root Planning	24	1.67	12	1.67
Ultrasonic Scaling	24	1.79	12	1.58
Radiology Safety Procedure - Equipment Inspection	18	1.33	11	1.45
Margination (EVA)	19	1.26	8	1.38
Radiographs - Panorex	20	1.10	11	1.18
Curettage	23	1.35	12	1.17
Patient Education - Group	19	1.63	7	1.14
Polishing Analgrams	19	1.00	8	1.13
Nutrition Counseling	24	1.42	10	.90
Suture Removal	19	.53	9	.89
Radiographs - Occlusal	19	1.00	8	.88
Perio Pack Removal	17	.29	9	.44
Number of Tasks	41		41	
Average index of those tasks rated	1.63		1.67	

- Well prepared to use equipment
- Adequately prepared to use columbias
- Adequately prepared to use CEPH Radiograph
- Inadequately prepared to use CEPH Radiograph
- Well prepared to use sickles
- Well prepared to use 204's
- Well prepared to use scalers

Comments on how Harper can improve the quality of its program - 1990

- Would like to see more classes and hands-on with perio patients.
- Elaborate on perio aspect possibly - extend length of program.
- Get more familiar with nitrous oxide while in the program.
- Be more realistic, i.e., especially about the jobs out there - if you find the "ideal" job you are lucky.
- Not every DDS does all the indices that you are supposed to do.
- It takes a while to get things changed.
- More perio
- No improvement necessary
- I can't think of anything I would change - now that I'm out of college - it all seems fair.
- Include some nitrous oxide lectures. I don't use it that often but occasionally on fearful patients - more lectures on fearful patients.
- Good thorough program
- Possibly more clinic, more perio experience, root planing and curettage.
- More time with perio patients (root planing and curettage) in the clinic.
- Possibly to offer some DHY courses at evening hours.
- More perio program and how to introduce in general practice.
- Cover perio more and community dentistry.

Comments on how Harper can improve the quality of its program - 1991

- If possible, it would be great to have more perio pts.
- With all the preparations done in school, I was really prepared to perform my duties.
- Ease the pressure of clinic requirements.
- During last semester 2nd year there should be 1 day a week where we have 1 hour perio pt. and do procedures that are done in private practice. Example - if probings - don't chart entire mouth. It was hard to go from 3 hrs. per pt. to 1 hour.
- I feel the education was excellent; however, I feel some of the clinical instructors acted unprofessionally toward the students. Once an opinion was formed of that student the instructors would treat her a certain way whether she deserved it or not. A few instructors seemed to be on a power trip and mentally intimidated many students. The program would have been less stressful if the students would not have been literally "scared" of many instructors. It is a shame to say I have very unfond memories of a few instructors which makes me want to avoid ever visiting in the future.
- Internship during 2nd year to provide on-the-job experience for the job market.
- The quality of the program was excellent - it prepared us for the real outside world in all aspects.
- Make the program and knowledge less difficult and more applicable to outside world
- I was very satisfied with the professional education but do believe it should have been more fun and less stressful. The Dental Hygiene Program often attracts married women or mothers, (single or married) who like this possibility of flexible employment. But these women have other "stresses" in their lives and do not need the extra stress placed on them during the program sometimes causing a normal/rational person to "snap". Unfortunately I have seen that it caused some former students to hate Harper and speak negatively of the program. For hygienists to be successful as a lobbying group, we need to be cohesive, not divisive. I would prefer to see more clinical time spent, I feel I was not properly prepared to see 8-12 patients a day when all I had seen was two. Although I occasionally use the information I learned in community dentistry, one class, not three should be sufficient to teach this class. I also think an introduction to dental materials is a good idea and perhaps an optional class made available for those who would like to continue on in dentistry. But frankly I don't use anything I learned in that class. I feel I would have adjusted to

Comments on how Harper can improve the quality of its program - 1991 (continued)

the "real world" better had I seen 2 patients a day in the spring of the first year, 3 a day in the summer, 4 a day in the fall and 5 a day in the spring of the second year. I felt very prepared to take the boards, both national and state, and I believe I was well educated in dental hygiene and had some excellent roll models in the program which has helped me to develop a positive rapport with my patients. Unfortunately there are a lot of board questions that deal with community dentistry and dental materials - perhaps we need to convince them that these questions are not applicable to most hygienists.

Comments on Satisfaction/Dissatisfaction with Professional Education -- 1991

- I was very satisfied with my education - I feel I still have a long way to go on RP perio pts.
- Excellent instructors
- Program is excellent
- We were over prepared when we went out into the world! I brought up situations the dentist was knocked for a loop about! We blow them away in perio! It's great!
- Very helpful and knowledgeable instructors.
- I feel I had an extremely adequate education. I think I have an excellent knowledge base - Thanks!
- I felt that the education was quality; however, the game playing - power control that some faculty expressed was sickening. There is no need to play games with students minds. All they want is to learn. If you did not make buddy buddy with the certain staff members they made the two years Hell. It is sad because it could be such a positive program. Also a little less time on Comm. Dent. - Just teach (Real World Skills)
- Overall, I am very satisfied with the education I received.
- You don't use the degree -- production is more important.
- I felt very prepared to take the Boards both National and State, and I believe I was well education in Dental Hygiene and had some excellent role models in the program which has helped me to develop a positive rapport with my patients.

APPENDIX

- Survey Instrument with Cover Letter

William Rainey Harper College
1200 West Algonquin Road
Palatine, Illinois 60067-7398
708-397-3000

Spring 1992

Dear Class of 1991,

Greetings from Harper's Dental Hygiene Program! By now you have been working in your new profession for nearly a year, and we are anxious for you to share with us your thoughts about our program and your dental hygiene education.

We are especially interested in how you found your employment, how you like your chosen profession, are you continuing your professional growth, and how well do you feel we prepared you?

Please take a few minutes to complete the enclosed survey and return it in the self-addressed envelope which is provided for your convenience. Any information you supply will be kept strictly confidential and will be used only in combination with responses from other students. The number on the survey enables us to take your name off the mailing list when your completed response is received. This saves the cost of unnecessary mailings to non-respondents and saves you the bother of receiving a second copy of the survey in addition to a follow-up telephone call.

We greatly appreciate your response to this survey and especially enjoy hearing from our recent graduates.

Very truly yours,

Marianne Holt

Marine P. Holt, R.D.H., M.A.
Coordinator
Dental Hygiene Program

jc
Enclosures

WILLIAM RAINEY HARPER COLLEGE

DENTAL HYGIENE PROGRAM

ALUMNI SURVEY

1- Check (x) your current employment situation

_____ A. Employed full time as a dental hygienist
_____ B. Employed in two part-time jobs as a dental hygienist equaling full-time employment in hours worked
_____ C. Employed as a part-time dental hygienist, by choice
_____ D. Employed as a part-time dental hygienist but would prefer full-time employment
_____ E. Employed outside the dental hygiene field by choice

Job Title_____

Why did you prefer this?_____
_____
_____

_____ F. Employed outside the dental hygiene field but would prefer working as a dental hygienist

Present Job Title_____
_____ G. Unemployed but searching for employment
_____ H. Unemployed because am enrolled in college

Major_____ College_____
_____ I. Unemployed because of being a homemaker
_____ J. Unemployed for some other reason

2- Practice setting:
_____ A. Solo Practitioner
_____ B. More than one practitioner
_____ C. Clinic type
_____ D. Other _____
_____

3- Type of Practice:
_____ A. General Practice
_____ B. Perio
_____ C. Pedo
_____ D. Other _____
_____

4- _____ A. Number of work hours/week
_____ B. Number of offices

5- In which geographic area are you employed?
_____ A. Urban
_____ B. Suburban
_____ C. Rural

6- In which location are you employed?
_____ A. North suburbs
_____ B. Northwest suburbs
_____ C. South suburbs
_____ D. Southwest suburbs
_____ E. Chicago
_____ F. Illinois/out of Chicago area
_____ G. Out of state (specify)_____
_____

(OVER)

7- Was this location your preferred choice?

_____ A. Yes
_____ B. No

8- What avenues did you use to find your employment situation(s)? Check (x) all that apply.

_____ A. Personal contact
_____ B. ADA Placement
_____ C. ADHA Placement
_____ D. Private Placement Agency
_____ E. Major City Newspaper
_____ F. Local newspaper
_____ G. Other_____

9- If you had difficulty finding employment, what type of difficulty?_____

10- During my employment search, I was looking for:

_____ A. Full-time work in one office (more than 30 hours)
_____ B. Part-time work in more than one office to equal a full-time work week.
_____ C. Part-time employment (less than 30 hours/week)
_____ D. Other - specify_____

11- How many jobs did you interview for?_____

12- How is your salary determined? Please (x) check all that apply.

_____ A. Hourly salary
_____ B. Weekly salary
_____ C. Monthly salary
_____ D. Commission
_____ E. Salary and Commission
_____ F. Bonus and 1 of the aforementioned
_____ G. Independent contracting
_____ H. Other - specify _____

13- What is your average daily salary (based on an 8-hour day?)_____

14- What is your hourly salary?_____

15- What benefits are included in your work situation? Check (x) all those that apply.

_____ A. Paid holidays - How many?_____
_____ B. Paid sick days - How many?_____
_____ C. Pension Plan
_____ D. Profit Sharing
_____ E. Paid Vacation - How much?_____
_____ F. Insurance: 1) Major medical_____
2) Life_____
3) Disability_____
4) Liability_____
5) Malpractice_____
_____ G. Other: 1) Uniform allowance_____
2) Continuing education courses paid_____
3) Paid dues for Association_____
4) Reduced fee for dental work_____
5) Bonus for production increase_____
6) Christmas bonus_____
_____ H. Other - Please explain, especially if you are an independent contractor:_____
_____ I. No benefits

16- Look over the following job duties and indicate which ones you perform and how well prepared you feel in each area. Check (x) one in each section.

Dental Hygienist Duty	Often Perform This Duty	Occasionally Perform This Duty	Never Perform This Duty	Feel Very Well Prepared in This Area	Feel Adequately Prepared in This Area	Feel Inadequately Prepared in This Area
A. Medical history of patient	___	___	___	___	___	___
B. Intra/extra oral exam	___	___	___	___	___	___
C. Blood pressure/pulse screening	___	___	___	___	___	___
D. Periodontal evaluation						
1- Probings	___	___	___	___	___	___
2- Complete Charting	___	___	___	___	___	___
E. Indices						
1- Bleeding	___	___	___	___	___	___
2- Plaque	___	___	___	___	___	___
3- Gingival	___	___	___	___	___	___
4- Periodontal	___	___	___	___	___	___
5- Other (specify)_____	___	___	___	___	___	___
_____						
F. Ultrasonic scaling	___	___	___	___	___	___
G. Hand scaling	___	___	___	___	___	___
H. Periodontal scaling	___	___	___	___	___	___
I. Instruments						
1- Graceys	___	___	___	___	___	___
2- Langers	___	___	___	___	___	___
3- Universal Curets	___	___	___	___	___	___
4- Files	___	___	___	___	___	___
5- Other (specify)_____	___	___	___	___	___	___
_____						
J. Root planning	___	___	___	___	___	___
K. Curettage	___	___	___	___	___	___
L. Polishing/all patients	___	___	___	___	___	___
M. Selective polishings	___	___	___	___	___	___
N. Air polishing	___	___	___	___	___	___
O. Subgingival irrigation	___	___	___	___	___	___
P. Patient education						
1- Individual	___	___	___	___	___	___
2- Group	___	___	___	___	___	___
Q. Topical fluoride applications	___	___	___	___	___	___
R. Nutrition counseling	___	___	___	___	___	___
S. Margination (EVA)	___	___	___	___	___	___
T. Polishing amalgams	___	___	___	___	___	___
U. Impressions for study models	___	___	___	___	___	___
V. Dentition charting	___	___	___	___	___	___
W. Sealants	___	___	___	___	___	___
X. Suture removal	___	___	___	___	___	___
Y. Perio pack removal	___	___	___	___	___	___
Z. Radiographs						
1- Interproximal survey	___	___	___	___	___	___
2- Complete intraoral survey	___	___	___	___	___	___
3- Panorex	___	___	___	___	___	___
4- Perapicals	___	___	___	___	___	___
5- Occlusal	___	___	___	___	___	___
6- Other (Specify)_____	___	___	___	___	___	___
AA. Radiology safety procedures						
1- Lead apron	___	___	___	___	___	___
2- Monitor badge	___	___	___	___	___	___
3- Equipment inspection	___	___	___	___	___	___

(Over)

17- Check (x) the degree of satisfaction with your chosen profession.

_____ A. Very satisfied
_____ B. Satisfied
_____ C. It is OK
_____ D. Dissatisfied - why?_____
_____

18- Are you working toward an advanced degree?

_____ A. Yes - Major area of study_____
College_____
_____ B. No

19- Do you anticipate that you will eventually work toward an advanced degree?

_____ A. Yes - Major area of study_____
_____ B. No - Please explain_____
_____

20- With regard to professional development, please check (x) all that apply.

_____ A. Maintained membership in IDHA/ADHA
_____ B. Attend local IDHA component meetings
_____ C. Participate in formalized continuing education presentations
_____ D. Volunteered for community projects or activities

21- To what degree were you satisfied with your professional education?

_____ A. Very satisfied
_____ B. Satisfied
_____ C. Somewhat satisfied
_____ D. Dissatisfied
_____ E. Very dissatisfied

Please comment on your satisfaction/dissatisfaction._____
_____
_____
_____

22- Please comment on how we can improve the quality of our program._____
_____
_____

Please correct your mailing address, if necessary

Name_____
Address_____
_____
City_____State_____
Zip Code_____

Please supply address of employer (optional)

Name_____
Address_____
_____
City_____State_____
Zip Code_____

THANK YOU for all your help in responding to this survey!

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and
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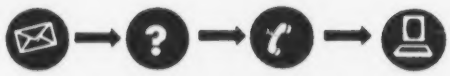

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